

## Message Text

CONFIDENTIAL

PAGE 01 WARSAW 02292 01 OF 05 040858Z  
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/069 W  
-----040904Z 048905 /22

R 040643Z APR 77  
FM AMEMBASSY WARSAW  
TO SECSTATE WASHDC 7385

C O N F I D E N T I A L SECTION 1 OF 5 WARSAW 2292

STADIS//////////

E.O. 11652: GDS  
TAGS: AMGT PFOR AFSP PL  
SUBJ: PARM -- ANNUAL POLICY AND RESOURCE ASSESSMENT: POLAND,  
PARTS II AND III

REF: (A) WARSAW 2194, (B) STATE 038356

### PART II -- RESOURCE ASSESSMENT

1. SUMMARY. IN THIS SECTION WE ARE ASKED TO EVALUATE THE LEVEL AND MIX OF OUR CURRENT RESOURCES IN ORDER TO RELATE POLICY AND WORKLOAD TO RESOURCE REQUIREMENTS AT THE COUNTRY LEVEL. THE LEVEL OF OUR PERSONNEL RESOURCES VARIES FROM ADEQUATE (IN AREAS SUCH AS THE EXECUTIVE, POLITICAL, AND ECONOMIC/COMMERCIAL SECTIONS) TO INADEQUATE (IN THE AREAS OF SECRETARIAL, CLERICAL, AND ADMINISTRATIVE SUPPORT). OUR RECOMMENDATIONS ARE DESIGNED TO BRING OUR PERSONNEL RESOURCES INTO BETTER BALANCE. WE ALSO INCLUDE SOME PROPOSALS ON FBO FUNDING. END SUMMARY.

2. THE IMPROVED BASIS FOR THE DEVELOPMENT OF U.S.-POLISH POLITICAL, ECONOMIC, AND CULTURAL RELATIONS SINCE 1971 (REF A) HAS BEEN ADEQUATELY RECOGNIZED AND EXPLOITED THROUGH THE CREATION OF ADDITIONAL OFFICER POSITIONS IN THE POLITICAL, ECONOMIC/COMMERCIAL SUPPORT. CONFIDENTIAL

CONFIDENTIAL

PAGE 02 WARSAW 02292 01 OF 05 040858Z

CIAL, AND PRESS & CULTURAL SECTIONS, AND AT THE CONSULATE IN KRAKOW. THE FOLLOWING POSITIONS HAVE BEEN ESTABLISHED SINCE 1971 TO CAPITALIZE ON OPPORTUNITIES FOR IMPROVED RELATIONS:  
(A) 20-090 COMMERCIAL OFFICER, ESTABLISHED JUNE, 1973;  
(B) 30-002 CONSULAR OFFICER (KRAKOW), ESTABLISHED FEBRUARY, 1975;  
(C) 10-092 POLITICAL OFFICER, ESTABLISHED SEPTEMBER, 1976;  
(D) WE HAVE BEEN ADVISED THAT, TO REGULARIZE THE STATUS OF THE

KRAKOW CONSULATE AND TO TAKE GREATER ADVANTAGE OF OPPORTUNITIES IN SOUTHERN POLAND, A STATE PRINCIPAL OFFICER POSITION WILL BE ESTABLISHED THERE THIS SUMMER. (STATE 066098). THE PRESS & CULTURAL SECTION OF THE EMBASSY (USIA) HAS ALSO INCREASED ITS COMPLEMENT SINCE 1970, FROM SIX TO EIGHT REGULAR POSITIONS, BY THE ESTABLISHMENT OF TWO NEW SLOTS:

(E) WAR-0012, ENGLISH TEACHING OFFICER, ESTABLISHED 1971;  
(F) WAR-0013, ASSISTANT INFORMATION OFFICER, ESTABLISHED 1972.  
MEANWHILE, THE P&C SECTION HAS CONTINUED TO MAINTAIN AN OVER-COMPLEMENT JUNIOR OFFICER TRAINEE IN WARSAW, AND USIA HAS ADDED:  
(G) A NEW BPAO POSITION IN KRAKOW (CURRENTLY SERVING AS PRINCIPAL OFFICER).

THUS, BY THIS SUMMER, THE NUMBER OF STATE AND USIA OFFICER-LEVEL POSITIONS IN POLAND WILL HAVE INCREASED BY SEVEN OVER THE 1970 LEVEL, ALL IN RECOGNITION OF UNIQUE OPPORTUNITIES TO IMPROVE THE USG POSITION IN THIS COUNTRY (STATE 038338, PARAS 9 AND 11).

3. THE ADDITION OF SEVEN OFFICER POSITIONS IN THESE HIGH-PRIORITY AREAS PLACES A GREATLY INCREASED BURDEN ON EXISTING SECRETARIAL, CLERICAL, AND ADMINISTRATIVE RESOURCES. QUITE APART FROM THIS INCREASED SUPPORT REQUIREMENT, A NUMBER OF INDEPENDENT DEVELOPMENTS HAVE ADDED TO THE EMBASSY'S ADMINISTRATIVE-SUPPORT BURDEN.

(A) THE ESTABLISHMENT OF A CONSULATE AT KRAKOW, IN ADDITION TO CREATING A NEED TO SUPPORT ADDITIONAL OFFICERS THERE, HAS PLACED AN EXTRA BURDEN ON EMBASSY RESOURCES, PARTICULARLY IN THE AREAS OF ADMINISTRATION, SUPPLY, SECURITY, FISCAL SERVICES, AND COMMUNICATIONS. THERE HAS NEVER BEEN A REGULAR ADMINISTRATIVE POSITION AT KRAKOW. ADMINISTRATIVE FUNCTIONS HAVE BEEN PERFORMED CONFIDENTIAL

CONFIDENTIAL

PAGE 03 WARSAW 02292 01 OF 05 040858Z

ED BY A RELATIVELY INEXPERIENCED CONSULAR OFFICER AND/OR PIT AMERICAN SECRETARIES, SUPPORTED BY PHONE, POUCH, TRUCK, AND OCCASIONAL VISITS FROM THE EMBASSY.

(B) THE ESTABLISHMENT OF DIPLOMATIC RELATIONS WITH THE GDR WAS WELCOMED BY U.S. PERSONNEL ASSIGNED TO POLAND, WHO NOW HAVE FAIRLY EASY ACCESS TO THE AMENITIES OF WEST BERLIN, ONLY EIGHT HOURS AWAY BY HIGHWAY FROM WARSAW. THIS DEVELOPMENT HAS, HOWEVER, MEANT ADDED DUTIES FOR THE ADMINISTRATIVE/PERSONNEL UNIT, WHICH MUST NOTIFY USBER AND AMEMBASSY BERLIN OF ALL PROPOSED TRAVEL, BRIEF EVERY TRAVELER ON THE NEED TO FOLLOW A SPECIFIC ROUTE TO AVOID ENDANGERING THE ALLIED POSITION ON THE BERLIN QUESTION, AND ISSUE OFFICIAL AND QUASI-OFFICIAL DOCUMENTS REQUIRED FOR THE JOURNEY TO BERLIN.

(C) IMPROVED US-POLISH RELATIONS HAVE BEEN PARTICULARLY VISIBLE IN THE AREA OF COOPERATIVE PROGRAMS IN SCIENCE AND TECHNOLOGY FINANCED OUT OF PL-480 AND MATCHING POLISH FUNDS. APPROXIMATELY 250 OFFICIAL VISITORS CAME TO POLAND IN 1976 IN CONNECTION WITH

PL-480 AND JOINT-FUND PROJECTS. APPROXIMATELY 100 POLISH SCIENTISTS VISITED THE UNITED STATES. THE SCOPE OF THE BILWTERAL SCIENCE PROGRAM IS EXPECTED TO DOUBLE THIS YEAR UNDER RECENTLY CONCLUDED AGREEMENTS. RESOURCES FOR THE SUPPORT OF THIS GREAT INFLUX OF OFFICIAL VISITORS -- ONLY ONE SEGMENT OF THOSE WHO HAVE BEEN COMING IN INCREASING NUMBERS DURING THE SEVENTIES -- HAVE NOT BEEN PROVIDED.

(D) TREASURY REMOVED THE ZLOTY FROM THE EXCESS-CURRENCY LIST AS OF THE END OF 1976. THIS HAS LED TO THE NEED TO RENEGOTIATE OR REPLACE LEASES FORMERLY FINANCED BY EXCESS ZLOTYS. THE ENTIRE FBO CAPITAL PROGRAM FOR POLAND WILL HAVE TO BE SUBSTANTIALLY CHANGED. NEW SOURCES OF PROCUREMENT WILL ALSO HAVE TO BE FOUND FOR THE LOCALLY PROCURED SUPPLIES WHICH WERE INEXPENSIVE AT EXCESS-CURRENTS RATES OF EXCHANGE, BUT WILL BE PROHIBITIVELY EXPENSIVE AT THE OFFICIAL RATE OF EXCHANGE NOW IN EFFECT.

C.

CONFIDENTIAL

CONFIDENTIAL

PAGE 04 WARSAW 02292 01 OF 05 040858Z

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 WARSAW 02292 02 OF 05 040952Z  
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/069 W

-----040954Z 049282 /22

R 040643Z APR 77  
FM AMEMBASSY WARSAW  
TO SECSTATE WASHDC 7386

CONFIDENTIAL SECTION 2 OF 5 WARSAW 2292

STADIS//////////

(E) THE ISSUANCE OF IMMIGRATION VISAS HAS DECLINED AS THE RESULT OF A RESTRICTIVE POLISH PASSPORT POLICY. BUT THE NON-IMMIGRANT VISA WORKLOAD, PARTICULARLY AT THE POZNAN CONSULATE (WHICH DOES NOT PROCESS IMMIGRANT VISAS), HAS INCREASED DRAMATICALLY DURING THIS DECADE. POZNAN PROCESSED 1300 NIV CASES IN FY-1970, 3404 IN

FY-1976 (NOT INCLUDING THE TQ), AND EXPECTS TO PROCESS 5000 IN FY-1977.

4. IN SPITE OF THE GREATLY INCREASED ADMINISTRATIVE, SECRETARIAL, AND CLERICAL WORKLOAD WHICH HAS RESULTED FROM THESE DEVELOPMENTS, NO NET INCREASE IN ADMINISTRATIVE, SECRETARIAL, OR CLERICAL RESOURCES HAS OCCURRED SINCE 1970. AN ASSISTANT GSO POSITION WAS TWICE ABOLISHED AND RE-ESTABLISHED DURING THIS PERIOD AND A THIRD COMMUNICATOR POSITION WAS ALSO ABOLISHED, ONLY TO BE RE-ESTABLISHED WHEN IT BECAME APPARENT THAT TWO COMMUNICATORS COULD NOT HANDLE THE EXISTING WORKLOAD WITHOUT UNACCEPTABLE OVERTIME COSTS. TWO ESSENTIAL SUPPORT POSITIONS NEEDED TO COPE WITH THE INCREASED WORKLOAD HAVE BEEN ABOLISHED DURING THE PAST SIX MONTHS ALONE. THESE WERE AN HEW/OIH REIMBURSABLE FSL POSITION IN THE OFFICE OF THE SCIENCE ATTACHE AND THE SINGLE AMERICAN SECRETARIAL POSITION (30-057) IN THE CONSULAR SECTION. ON THE PLUS SIDE, ONE AMERICAN PIT SECRETARIAL POSITION HAS BEEN APPROVED ON A PERIODIC BASIS AT KRAKOW. THIS POSITION HAS RECENTLY BEEN TEMPO-  
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 WARSAW 02292 02 OF 05 040952Z

RARILY TRANSFERRED TO THE EMBASSY TO PROVIDE SOME RELIEF IN THE CONSULAR SECTION. OTHERWISE, NO NEW SUPPORT POSITION HAS BEEN ESTABLISHED SINCE ECONOMIC/COMMERCIAL SECRETARIAL POSITION 20-087 IN 1976. (POSITION 087 HAS NOW BEEN PUT ENTIRELY AT THE DISPOSITION OF THE SCIENCE ATTACHE TO HELP HIM COPE WITH HIS EXTREMELY HEAVY WORKLOAD). IN THE ADMINISTRATIVE/SECURITY/ PERSONNEL UNIT, WHICH HAS BORNE THE BRUNT OF THE INCREASED WORKLOAD DESCRIBED IN PARA 3 ABOVE, NO INCREASE IN PERSONNEL RESOURCES HAS BEEN APPROVED, DESPITE REPEATED PLEAS FOR AN ADMIN/RSO AMERICAN SECRETARIAL POSITION.

5. THE REASON FOR THE IMBALANCE IN OUR MIX OF PERSONNEL RESOURCES IS THE TENDENCY OF POLICY PLANNERS AND RESOURCE ALLOCATORS TO SEE OPPORTUNITIES TO FURTHER US NATIONAL INTERESTS PRIMARILY IN TERMS OF THE LINE POSITIONS REQUIRED, WITH LITTLE THOUGHT GIVEN TO THE SUPPORT REQUIREMENTS AND COSTS INVOLVED. THIS CAN BE SEEN IN REF B, WHICH ADVISES: "STATE DEPARTMENT RESOURCES DIRECTLY RELATED TO THESE COURSES OF ACTION WILL USUALLY BE THOSE OF EXECUTIVE, POLITICAL, AND ECONOMIC SECTIONS, BUT MAY INCLUDE OTHERS," AND: "THE POSITIONS MOST DIRECTLY RELATED TO NEW POLICY EMPHASIS WILL USUALLY BE IN THE EXECUTIVE, POLITICAL, AND ECONOMIC SECTIONS." CONSULAR SECRETARY POSITION 30-057 WAS ABOLISHED WITHOUT CONSULTATION WITH THE EMBASSY, AND WE WERE INSTRUCTED NOT TO ASK FOR RECONSIDERATION OF THIS DECISION. THE RESULT IS THAT PROFESSIONAL PERSONNEL ARE FORCED TO DO THEIR OWN SECRETARIAL AND CLERICAL WORK. BOTH EFFICIENCY AND MORALE SUFFER. THE LACK OF AN AMERICAN SECRETARY IN THE ADMINISTRATIVE SECTION HAS PREVENTED THE ADMINISTRATIVE COUNSELOR, THE RSO, AND THE PERSONNEL SPECIALIST FROM DOING THEIR JOBS PROPERLY. OTHER EMPLOYEES OF THE EMBASSY AND THE CONSULATES BELIEVE THEY ARE NOT BEING

ADEQUATELY SUPPORTED, AND THEIR MORALE HAS SUFFERED TOOJM IN THE LONG RUN, NO NET SAVINGS TO GHE USG ACCRUE FROM A DECISION NOT TO ESTABLISH A NEEDED SUPPORT POSITION OR TO TRADE AN EXISTING SUPPORT POSITION FOR A LINE POSITION, WHICH IS WHAT REF B APPEARS TO BE SUGGESTING WHEN IT SPEAKS OF MEETING NEW HIGH-PRIORITY REQUIREMENTS THROUGH REPROGRAMMING WITHIN THE MISSION.

CONFIDENTIAL

CONFIDENTIAL

PAGE 03 WARSAW 02292 02 OF 05 040952Z

#### PART III - STATE PERSONNEL RECOMMENDATIONS

(THE FOLLOWING RECOMMENDATIONS ARE BASED ON THE UNDERSTANDING THAT A NEW STATE PRINCIPAL OFFICER POSITION HAS ALREADY BEEN PROGRAMMED TO BE ESTABLISHED AT THE AMERICAN CONSULATE AT KRAKOW AT MID-1977, PER STATE 066098).

##### A. REPROGRAMMING:

6. WE SEE AN OPPORTUNITY TO MAKE BETTER USE OF AN EXISTING ADMINISTRATIVE-SUPPORT POSITION, ADMINISTRATIVE SPECIALIST (50-2022-008) (POZNAN), BY MAKING THIS A "REGIONAL ADMINISTRATIVE SPECIALIST" POSITION. POZNAN DOES NOT REQUIRE A FULL-TIME ADMINISTRATIVE OFFICER. KRAKOW WOULD GREATLY BENEFIT FROM THE PART-TIME PRESENCE OF AN ADMINISTRATIVE SPECIALIST. IF THE INCUMBENT OF THIS POSITION DIVIDED HIS TIME AMONG POZNAN, KRAKOW, AND WARSAW, HE WOULD RAPIDLY DEVELOP INTO A MORE EXPERIENCED AND CAPABLE ADMINISTRATOR. BOTH POZNAN AND KRAKOW WOULD BENEFIT FROM MORE CONSISTENT MANAGEMENT AND BETTER ADMINISTRATIVE TIES WITH THE EMBASSY. FOR THE PRESENT, DUE TO HOUSING AND FAMILY CONSIDERATIONS, THE INCUMBENT COULD CONTINUE TO BE BASED IN POZNAN. IN THE LONG RUN, LOCATION WOULD NOT BE IMPORTANT, ALTHOUGH THE EXISTENCE OF AN AMERICAN SCHOOL IN WARSAW WOULD BE A FACTOR IF ADEQUATE HOUSING HERE COULD BE FOUND. (THE HUSBAND OF THE CURRENT DESIGNEE FOR THIS POSITION WORKS FOR USIA AND EXPECTS TO BE TRANSFERRED FROM POZNAN TO WARSAW AT SOME POINT. SHE WOULD PRESUMABLY WANT TO ACCOMPANY HIM.)

7. WE DO NOT RECOMMEND REPROGRAMMING OF ANY EXISTING AMERICAN POSITIONS TO MEET THE NEED FOR NEW POSITIONS (BELOW) UNLESS ABSOLUTELY NECESSARY. IF THERE IS NO OTHER POSSIBILITY OF RE-ESTABLISHING THE CONSULAR SECRETARY POSITION (30-057) OR OF ESTABLISHING A NEW ADMIN/RSO SECRETARY POSITION, WE WOULD BE FORCED TO SAY THAT THESE SECRETARIAL POSITIONS WOULD BE MORE ESSENTIAL THAN THE JUNIOR CONSULAR OFFICER POSITION IN KRAKOW

CONFIDENTIAL

CONFIDENTIAL

PAGE 04 WARSAW 02292 02 OF 05 040952Z

(31-001), ONCE A STATE PRINCIPAL OFFICER POSITION IS ESTABLISHED THERE, PARTICULARLY IF A REGIONAL ADMINISTRATIVE SPECIALIST IS ABLE TO VISIT KRAKOW REGULARLY.

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 WARSAW 02292 03 OF 05 041417Z  
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/069 W

-----041430Z 052152 /40

R 040643Z APR 77  
FM AMEMBASSY WARSAW  
TO SECSTATE WASHDC 7387

C O N F I D E N T I A L SECTION 3 OF 5 WARSAW 2292

STADIS//////////

B. INCREASES -- AMERICAN POSITIONS (LISTED IN PRIORITY ORDER):

8. RESTORATION OF CONSULAR SECRETARY POSITION 30-057. REQUIRED TO PROVIDE A MINIMUM ADEQUATE LEVEL OF SUPPORT TO FOUR OFFICERS, ALL OF WHOM GENERATE AND RECEIVE SIGNIFICANT QUANTITIES OF CLASSIFIED COMMUNICATIONS. WARSAW HAS THE MOST ACTIVE CONSULAR OPERATION IN EASTERN EUROPE. WE HANDLED 4,707 CATEGORY I REFUSALS IN FY 1976, WITH NEARLY AS MANY WAIVERS OF INELIGIBILITY. THE MANAGEMENT OF SOME 50 CUBIC FEET OF RELEVANT FILES, PLUS THE LOGGING OF CONTROLLED FORMS AND DAILY CONTROL OF NIV PLATES, MUST BE DONE BY AN AMERICAN. NO LOCAL EMPLOYEE HAS ACCESS TO THE COMMUNICATIONS SECTION. THE AMERICAN SECRETARY -- OR, IN HER ABSENCE, AN OFFICER -- MUST HAND CARRY THE 300 TO 400 TELEGRAMS SENT AND RECEIVED BY THE SECTION EACH MONTH: A TEN-MINUTE ROUND TRIP TO THE C&R UNIT. WE HAVE TRIED TO REPROGRAM SOME OF OUR SCARCE SECRETARIAL RESOURCES TO HELP OUT IN THE CONSULAR SECTION AND HAVE FAILED, DUE BOTH TO DISTANCES BETWEEN SECTIONS AND TO THE ALREADY HEAVY WORKLOADS OF ALL AMERICAN SECRETARIES (PARA 7 ABOVE).

9. ADMINISTRATIVE/RSO/PERSONNEL SECRETARIAL POSITION. (FAAS - DAS). LACK OF THIS URGENTLY NEEDED POSITION PLACES AN UNACCEPTABLE SECRETARIAL AND CLERICAL BURDEN ON THE RSO, THE PERSONNEL

CONFIDENTIAL

CONFIDENTIAL

PAGE 02 WARSAW 02292 03 OF 05 041417Z

SPECIALIST, AND THE ADMINISTRATIVE COUNSELOR AND SEVERELY RESTRICTS THE LEVEL OF SUPPORT THESE OFFICERS ARE ABLE TO PROVIDE TO OTHER PERSONNEL AT THE POST AND TO POZNAN AND KRAKOW. IN ADDITION TO THE GREATLY INCREASED SUPPORT REQUIREMENTS IN THIS UNIT MENTIONED IN PARA 3, THE ADMIN/PERSONNEL UNIT MUST DEVOTE EXTENSIVE TIME AND ENERGY TO MAKING ARRANGEMENTS FOR MEDICAL EVACUATIONS AND MEDICAL APPOINTMENTS ABROAD FOR U.S. GOVERNMENT PERSONNEL STATIONED IN POLAND. IN LIFE-AND-DEATH SITUATIONS, DAYS ON END HAVE BEEN DEVOTED TO ARRANGEMENTS FOR EMERGENCY EVACUATIONS. A SECRETARY COULD HANDLE MUCH OF THE WORK REQUIRED BY SUCH SITUATIONS. (THIS NEW POSITION IS AS IMPORTANT AS SEVERAL EXISTING POSITIONS, BUT NOT MORE SO THAN ANY EXCEPT THE JUNIOR KRAKOW CONSULAR POSITION (31-001), UNDER THE CONDITIONS STIPULATED IN PARA 7. IT IS NEEDED TO HELP PROVIDE OTHER OFFICERS AND STAFF OF THE EMBASSY AND THE CONSULATES WITH THE SUPPORT THEY REQUIRE TO IMPLEMENT EXISTING AND PROJECTED USG PROGRAMS AND OBJECTIVES. THIS NEED CANNOT BE MET THROUGH THE REPROGRAMMING OF LIMITED EXISTING SECRETARIAL RESOURCES.) THIS POSITION SHOULD BE AN FAAS/DAS POSITION. IT WOULD NOT BE ESSENTIAL IF IT WERE NOT FOR THE PRESENCE IN POLAND OF SUBSTANTIAL NUMBERS OF OTHER-AGENCY PERSONNEL, AMONG THEM, THE LARGEST PRESS AND CULTURAL SECTION IN EASTERN EUROPE, INCLUDING THAT IN THE USSR. THE FULL-TIME DUTIES OF THE JOB WILL BE ABOUT EQUALLY DIVIDED BETWEEN RSO AND ADMIN/PERSONNEL WORK. IT COULD THEREFORE APPROPRIATELY COME EITHER FROM A/SY OR FROM REGIONAL BUREAU RESOURCES. THE RESPONSIBILITY FOR FUNDING THE POSITION SHOULD NOT, HOWEVER, CONTINUE TO BE JUGGLED INCONCLUSIVELY BETWEEN THE BUREAU AND SY, AS HAS APPARENTLY HAPPENED IN THE PAST.

10. AMERICAN SECRETARIAL POSITION, KRAKOW (FAAS-CORE). THERE HAS BEEN AN AMERICAN SECRETARIAL POSITION AT THE KRAKOW CONSULATE OFF AND ON SINCE AT LEAST 1975. THE REGULARIZATION OF THIS POSITION, WHICH HAS COMBINED ADMINISTRATIVE, COMMUNICATIONS, AND SECRETARIAL DUTIES, WOULD BE HIGHLY DESIRABLE, PARTICULARLY IF OFFICER POSITION 31-001 WERE ABOLISHED DUE TO REPROGRAMMING.

CONFIDENTIAL

CONFIDENTIAL

PAGE 03 WARSAW 02292 03 OF 05 041417Z

11. ASSISTANT SCIENCE ATTACHE. THE LACK OF ADEQUATE RESOURCES TO SUPPORT THE SCIENCE PROGRAM IS DESCRIBED IN PARA 3.C. THE ABOLITION OF AN ESSENTIAL FSL SUPPORT POSITION IS DESCRIBED IN PARA 4. EFFORTS ARE NOW UNDER WAY TO OBTAIN ESSENTIAL SUPPORT PERSONNEL THROUGH THE JOINT FUND UNDER A PROPOSAL CONTAINED IN THE DAVIES-KRZAK AGREEMENT OF DECEMBER, 1976. IF THIS EFFORT SHOULD FAIL, HOWEVER, AS IT MIGHT, THE ESTABLISHMENT OF AN ASSISTANT ATTACHE POSITION IS ONE POSSIBLE WAY OF RELIEVING THE

SCIENCE ATTACHE OF A VEXING ADMINISTRATIVE-SUPPORT BURDEN AND PERMITTING HIM TO CONCENTRATE MORE ON SUBSTANTIVE MONITORING AND REPORTING, PROMOTION OF BILATERAL COOPERATION, SCIENCE-PROGRAM GUIDANCE TO U.S. AGENCIES, AND LONG-RANGE PLANNING AND ASSESSMENTS.

INCREASES -- POLISH FSL POSITIONS (LISTED IN PRIORITY ORDER):

12. CONSULAR CLERK FOR POZNAN CONSULATE. THE GREATLY INCREASED CONSULAR WORKLOAD AT POZNAN IS DESCRIBED IN PARA 3 (E). THE FSL CONSULAR COMPLEMENT HAS REMAINED AT TWO FROM 1970, WHEN THE NIV WORKLOAD WAS 1,300, UNTIL THIS YEAR, WHEN 5,000 NIV CASES ARE ANTICIPATED. THE TWO CLERKS NOW FIND IT DIFFICULT TO KEEP UP EVEN DURING SLACK PERIODS. DURING PEAK PERIODS AND VACATIONS, THIS BECOMES IMPOSSIBLE. THIS NEED CAN BE MET EITHER THROUGH THE ESTABLISHMENT OF AN ADDITIONAL FSL CONSULAR POSITION FOR POZNAN OR, WITHOUT ESTABLISHING A NEW POSITION, BY TRANSFERRING ONE LOCAL PIT SLOT FROMHWARSAW TO POZNAN AND THEN REPROGRAMMING EXISTING POSITIONS AT POZNAN. A SPECIFIC PROPOSAL ALONG THESE LINES WAS MADE IN WARSAW 2130.

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 WARSAW 02292 04 OF 05 052312Z  
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/069 W  
-----052328Z 074625 /62

R 040643Z APR 77  
FM AMEMBASSY WARSAW  
TO SECSTATE WASHDC 7388

C O N F I D E N T I A L SECTION 4 OF 5 WARSAW 2292

STADIS//////////

C O R R E C T E D C O P Y FOR PARA 18 LINE 20

13. A GUARD/RECEPTIONIST FSL IS REQUIRED TO HELP CONTROL THE CONSULAR ENTRANCE TO THE CHANCERY. THIS NEED IS URGENT, BUT COULD BE MET EITHER BY ESTABLISHING A REGULAR FSL POSITION OR THROUGH A CONTRACTUAL GUARD-SERVICES AGREEMENT. WE ESTIMATE THAT EITHER APPROACH WOULD COST DOLLARS 2,516 P.A. WE ARE PREPARED TO IMPLEMENT EITHER UPON RECEIVING THE DEPARTMENT'S AUTHORIZATION.

14. FSL PROTOCOL ASSISTANT FOR THE EXECUTIVE AND POLITICAL SECTIONS. THIS POSITION IS NEEDED TO TAKE MAXIMUM ADVANTAGE OF EXISTING AND ANTICIPATED EXPANDED POSSIBILITIES FOR CONTACTS WITH POLISH GOVERNMENT OFFICIALS AND LEADING REPRESENTATIVES OF POLISH SOCIETY. (IT CANNOT BE MET BY REPROGRAMMING EXISTING POSITIONS, ALL OF WHICH ARE AT LEAST AS IMPORTANT AND URGENT AS THIS PROPOSED POSITION.)

INCREASES -- FBO FUNDING

15. LONG-TERM LEASES CONCLUDED AT FAVORABLE SPECIAL-FOREIGN-CURRENCY EXCHANGE RATES ARE BEGINNING TO EXPIRE. IF THEY MUST BE EXTENDED FOR ZLOTYS AT THE CURRENT "OFFICIAL" EXCHANGE RATE OF 19.92 ZLOTYS TO ONE DOLLAR, ADVANCE PAYMENTS AMOUNTING TO HUNDREDS  
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 WARSAW 02292 04 OF 05 052312Z

OF THOUSANDS OF DOLLARS WILL BE REQUIRED. MANY LANDLORDS, HOWEVER, ARE UNWILLING TO LEASE THEIR PROPERTIES FOR ZLOTYS AT ALL AND DEMAND HARD-CURRENCY PAYMENTS. OTHER WESTERN EMBASSIES, LACKING LARGE ZLOTY HOLDINGS, HAVE BEEN MAKING SUCH PAYMENTS FOR YEARS. ONCE WE ARE ABLE TO MAKE PAYMENTS IN DOLLARS, WE WILL BE ABLE TO CUT THE DOLLAR COST OF NEW LEASES BY MORE THAN EIGHTY PERCENT. WE WILL ALSO AVOID BEING REFUSED LEASE RENEWAL -- AS HAS JUST HAPPENED -- BY LANDLORDS WHO THEN IMMEDIATELY RENT THE HOUSE TO OTHER WESTERNERS FOR DOLLARS. WE DO NOT YET KNOW HOW GREAT OUR REQUIREMENT FOR INCREASED FBO FUNDING WILL BE. URGENT REQUESTS, FOR REQUIRED OCCUPANCY THIS SUMMER, ARE NOW PENDING WITH FBO FOR TWO PROPERTIES: DOLLARS 321,000 AND DOLLARS 124,000 RESPECTIVELY FOR 15-YEAR LEASES. THE FIRST HOUSE IS MUCH SMALLER THAN THE SECOND, BUT PAYMENT WOULD BE IN ZLOTYS. THE SECOND HOUSE IS FULLY REPRESENTATIONAL, BUT THE OWNER DEMANDS PAYMENT IN DOLLARS, WHICH MAKES IT MUCH CHEAPER THAN THE SMALLER HOUSE (WARSAW 1842).

#### C. LOWER PRIORITY POSITIONS

16. ASSUMING THAT A NEW STATE PRINCIPAL OFFICER POSITION IS ESTABLISHED IN KRAKOW THIS SUMMER, THE JUNIOR KRAKOW CONSULAR POSITION (31-001) WOULD BE OUR LOWEST-PRIORITY AMERICAN POSITION. IT AMOUNTS TO ABOUT FIVE PERCENT OF OUR 25 STATE PROGRAM POSITIONS.

17. IF FORCED TO IDENTIFY THREE FSL EMPLOYEES WITHOUT WHOM WE WOULD SUFFER LEAST DISRUPTION OF ESSENTIAL SERVICES, WE WOULD HAVE TO LIST THREE PAINTERS IN OUR MAINTENANCE AND REPAIR SHOP. WE COULD CONTINUE TO FUNCTION MUCH AS WE DO NOW, BUT IT WOULD COST US SUBSTANTIALLY MORE, SINCE WE WOULD HAVE TO CONTRACT FOR PAINTING SERVICES. EXPERIENCE HAS SHOWN THAT LOCAL PAINTING CONTRACTORS CHARGE OUTRAGEOUS PRICES AND THEIR WORK IS FAR LESS SATISFACTORY THAN THAT OF OUR EMBASSY FSL PAINTERS. LAST SUMMER,

FOR INSTANCE, WE USED OUR FSL'S ALMOST EXCLUSIVELY TO REPAINT  
THE INTERIORS OF APARTMENTS BEFORE OCCUPANCY. EVEN ALLOWING FOR  
PAYMENT OF SUBSTANTIAL OVERTIME, OUR GSO CALCULATED THAT WE SAVED  
CONFIDENTIAL

CONFIDENTIAL

PAGE 03 WARSAW 02292 04 OF 05 052312Z

DOLLARS 32,448 OVER WHAT WE WOULD HAVE HAD TO PAY FOR SIMILAR  
WORK PERFORMED BY LOCAL CONTRACTORS.

18. MISSION STAFFING CHART -- CURRENT FY 77

| AGENCY/<br>FUNCTION | AMERICAN<br>OFFICERS | AMERICAN<br>STAFF | FSL<br>PROFESS. | FSL<br>STAFF | NOTE |
|---------------------|----------------------|-------------------|-----------------|--------------|------|
|---------------------|----------------------|-------------------|-----------------|--------------|------|

|                       |            |     |     |             |    |
|-----------------------|------------|-----|-----|-------------|----|
| STATE TOTALS (WARSAW) | 24 (1 DAS) | 9   | 14  | 68 (22 DAS) |    |
| EXECUTIVE             | 2          | 2   | 0   | 2           |    |
| POLITICAL             | 4          | 2   | 0   | 0           |    |
| ECON/COMMERCIAL       | 5          | 2   | 3   | 2           |    |
| (TDC)                 | (1)        | (0) | (2) | (2)         |    |
| (SCIENCE ATTACHE)     | (1)        | (1) | (1) | (0)         | 1/ |
| CONSULAR              | 4          | 0   | 5   | 11          | 2/ |
| ADMINISTRATIVE        | 9 (1 DAS)  | 3   | 6   | 53 (22 DAS) | 3/ |
| (COMMUNICATIONS)      | (2)        | (3) | (0) | (3)         |    |
| (SECURITY)            | (1)        | (0) | (0) | (0)         |    |

OTHER AGENCIES

|                  |   |       |    |    |   |
|------------------|---|-------|----|----|---|
| PRESS & CULTURAL | 8 | 1     | 4  | 14 |   |
| AGRICULTURE      | 1 | 1     | 1  | 1  |   |
| DEFENSE          | 3 | 6     | 1  | 2  |   |
| NAVY (SEABEE)    | 1 | CPOIC | 0  | 0  | 0 |
| MARINES          | 1 | NCOIC | 10 | 0  | 0 |

|            |     |     |     |      |    |
|------------|-----|-----|-----|------|----|
| POZNAN     | 4   | 0   | 1   | 8    |    |
| (STATE)    | (3) | (0) | (1) | (5)  |    |
| (P&C/USIA) | (1) | (0) | (0) | (3)  |    |
| KRAKOW     | 4   | 0   | 0   | (11) | 4/ |
| (STATE)    | (3) | (0) | (0) | (6)  | 4/ |
| (P&C/USIA) | (1) | (0) | (0) | (5)  |    |

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 WARSAW 02292 05 OF 05 041930Z

ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01  
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/069 W  
-----041933Z 055994 /40

R 040643Z APR 77  
FM AMEMBASSY WARSAW  
TO SECSTATE WASHDC 7389

CONFIDENTIAL SECTION 5 OF 5 WARSAW 2292

STADIS//////////

NOTES TO CURRENT FY 77 STAFFING CHART

1/ THE OFFICE OF THE SCIENCE ATTACHE IS NOT SUBORDINATE TO THE ECON/COMMERCIAL SECTION. HOWEVER, THE SECRETARY TO THE SCIENCE ATTACHE IS STILL CARRIED ON THE BOOKS AS AN ECON/COMMERCIAL SECRETARY, POSITION 20-9280-087.

2/ A PIT AMERICAN SECRETARIAL POSITION IN THE CONSULAR SECTION EXPIRES 5/30/77 (STATE 047157). A DIFFERENT PIT AMERICAN SECRETARIAL POSITION HAS BEEN AUTHORIZED FOR THE SECTION FOR THE PERIOD 6/1/77 THROUGH 9/30/77 (STATE 33455).

3/ THERE ARE CURRENTLY 8 FSL PIT POSITIONS IN THE ADMINISTRATIVE SECTION (GSO). WE HAVE RECOMMENDED THAT THREE OF THESE BE WITHDRAWN FOR REPROGRAMMING BY EUR/EX (WARSAW 2222).

4/ ASSUMES THE ESTABLISHMENT OF A NEW STATE PRINCIPAL OFFICER POSITION AT KRAKOW IN MID-1977 PER STATE 066098.

19. MISSION STAFFING CHART -- PROJECTED FY 79 (STATE ONLY)

AMERICAN AMERICAN FSL FSL  
FUNCTION OFFICERS STAFF PROFESS. STAFF NOTE  
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 WARSAW 02292 05 OF 05 041930Z

|                       |             |       |       |     |                |
|-----------------------|-------------|-------|-------|-----|----------------|
| STATE TOTALS (WARSAW) | 26          | 11    | 14    | 70  |                |
| EXECUTIVE             | 2           | 2     | 0     | 2   |                |
| POLITICAL             | 4           | 2     | 0     | 1   | 1/             |
| ECON/COMMERCIAL       | 6           | 2     | 3     | 2   | 2/             |
| (TDC)                 | (1)         | (0)   | (2)   | (2) |                |
| (SCIENCE ATTACHE)     | (2)         | (1)   | (1)   | (0) | 2/             |
| CONSULAR              | 4           | 1     | 5     | 11  | 3/             |
| ADMINISTRATIVE        | 10? (1 DAS) | 4     | 1 DAS | 6   | 54 (22 DAS) 4/ |
| (COMMUNICATIONS)      | (2)         | (3)   | (0)   | (3) |                |
| (SECURITY)            | (1)         | (1/2) | (0)   | (1) | 5/             |

|            |      |     |     |     |    |
|------------|------|-----|-----|-----|----|
| POZNAN     | 3?   | 0   | 1   | 9   | 6/ |
| (STATE)    | (2?) | (0) | (1) | (6) | 6/ |
| (P&C/USIA) | (1)  | (0) | (0) | (3) |    |

|            |      |     |     |     |    |
|------------|------|-----|-----|-----|----|
| KRAKOW     | 3?   | 1   | 0   | 11  | 7/ |
| (STATE)    | (2?) | (1) | (0) | (6) | 7/ |
| (P&C/USIA) | (1)  | (0) | (0) | (5) |    |

NOTES TO PROJECTED FY 79 STAFFING PATTERN:

1/ SEE PARA. 14, ABOVE.

2/ SEE PARA. 11, ABOVE.

3/ SEE PARA. 8, ABOVE.

4/ SEE PARA. 6, ABOVE (REGIONAL ADMINISTRATIVE SPECIALIST);  
PARA. 9, ABOVE (ADMIN/RSO/PERSONNEL SECRETARY); AND PARA. 13,  
ABOVE (FSL GUARD/RECEPTIONIST).

5/ SEE PARA. 9, ABOVE (SECRETARY) AND PARA 13, ABOVE (GUARD/  
RECEPTIONIST).

6/ SEE PARA. 6, ABOVE (REGIONAL ADMINISTRATIVE SPECIALIST)  
AND PARA. 12, ABOVE ( CONSULAR CLERK FOR POZNAN).

7/ SEE PARA. 7, ABOVE (POSSIBLE REPROGRAMMING OF JUNIOR CONSULAR  
OFFICER POSITION 31-001) AND PARA. 10, ABOVE (REGULAR AMERICAN  
SECRETARIAL POSITION, KRAKOW).

DMVIES

CONFIDENTIAL

CONFIDENTIAL

PAGE 03      WARSAW 02292 05 OF 05 041930Z

CONFIDENTIAL

NNN

## Message Attributes

**Automatic Decaptoning:** Z  
**Capture Date:** 01-Jan-1994 12:00:00 am  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** POLICIES, CERP 0001, ANNUAL REPORTS  
**Control Number:** n/a  
**Copy:** SINGLE  
**Sent Date:** 04-Apr-1977 12:00:00 am  
**Decaption Date:** 22 May 2009  
**Decaption Note:** 25 YEAR REVIEW  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 22 May 2009  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1977WARSAW02292  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** GS  
**Errors:** N/A  
**Expiration:**  
**Film Number:** D770116-0315  
**Format:** TEL  
**From:** WARSAW  
**Handling Restrictions:**  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1977/newtext/t19770489/aaaaczta.tel  
**Line Count:** 633  
**Litigation Code IDs:**  
**Litigation Codes:**  
**Litigation History:**  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Message ID:** 085479aa-c288-dd11-92da-001cc4696bcc  
**Office:** ACTION EUR  
**Original Classification:** CONFIDENTIAL  
**Original Handling Restrictions:** STADIS  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 12  
**Previous Channel Indicators:** n/a  
**Previous Classification:** CONFIDENTIAL  
**Previous Handling Restrictions:** STADIS  
**Reference:** 77 WARSAW 2194, 77 STATE 38356  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
**Review Date:** 04-Feb-2005 12:00:00 am  
**Review Event:**  
**Review Exemptions:** n/a  
**Review Media Identifier:**  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 2899738  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** PARM -- ANNUAL POLICY AND RESOURCE ASSESSMENT: POLAND, PARTS II AND III  
**TAGS:** AMGT, PFOR, AFSP, ECRP, PARM, PL, US  
**To:** STATE  
**Type:** TE  
**vdkvgwkey:** odbc://SAS/SAS.dbo.SAS\_Docs/085479aa-c288-dd11-92da-001cc4696bcc  
**Review Markings:**  
Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
22 May 2009  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 22 May 2009